



# Update to ACA Recommendations

Senate Corrections Subcommittee

# Agenda

- Staff Scheduling
  - ACA Recommendations
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  - Scheduling Decisions
- Disciplinary Definitions
  - ACA Recommendations
  - Actions Taken
  - Definitions
  - Current Status
- Staffing
  - Vacancies
- On the Horizon
  - Updates



# Staff Scheduling

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## ACA Recommendation

- 14 day work period (time keeping)
- 12 hour shift with a rotating schedule
  - 3 on, 2 off, 2 on, 3 off, 2 on, 2 off

	Current	Recommended
Work Period	28 days	14 days
Shift	8.5/9 hours	12 hours
Schedule	6 on, 3 off rotation	3, 2, 2, 3, 2, 2
Potential Benefits	Scheduling equity Shift briefings Shorter shifts	Scheduling equity Shift briefings Fewer work days

# Staff Scheduling

## Actions Taken

- All security staff now have access to email
- 3,060 surveys sent out by TSEA
- 835 responses
  - 162 at Turney Center Industrial Complex (high)
  - 25 at Tennessee Prison for Women (low)
- Facility leadership conducted meetings with staff

# Staff Scheduling

## Scheduling Decisions

- 6 facilities chose the 6/3 rotation
- 4 facilities chose the 12 hour schedule
- Facilities continue to have the option to change
- Rosters must be approved prior to implementation
- Facilities can implement upon approval



# Disciplinary Definitions

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## ACA Recommendation

- Remove injury as a defining term in disciplinary rules
- Remove several disciplinary offenses (including assault and staff/inmate provocation)
- Add several disciplinary offenses (including assault with weapon and assault without weapon)



# Disciplinary Definitions

## Actions Taken

- ✓ Conducted a comprehensive review of disciplinary and incident definitions to add clarity and reduce subjectivity
- ✓ Removed injury as a defining term in disciplinary rules
- ✓ Removed several disciplinary offenses (including assault and staff/inmate provocation)
- ✓ Added several disciplinary offenses (including assault with weapon and assault without weapon)
- ✓ Consolidated repetitive incident codes
- ✓ Added incident codes to more effectively track contraband and interdiction efforts

# Disciplinary Definitions

## Definitions

- Previous assault definition
  - Any intentional injury upon the person of another
- New assault with weapon definition
  - The assaulting of any staff member, inmate, visitor or guest using any object as a weapon, including any liquid or solid substances thrown on or otherwise projected on or at such person, regardless of whether contact is made. The use of teeth will also constitute a violation of this rule.
- New assault without weapon definition
  - Hostile physical contact or attempted physical contact with a staff member, inmate, visitor or guest, including, but not limited to hitting, shoving, wrestling, kicking or similar behaviors.

# Disciplinary Definitions

## Current Status

- Departmental policies have been revised to reflect new codes and definitions
- Staff training is ongoing
- Communication with inmates is under way including sharing the revised policies with inmates
- New policies effective January 11, 2016



Staffing

# Staffing

## Vacancies

- 8 of 10 facilities have fewer vacancies today than in August
- 20% reduction statewide since August
  - In August, our three highest facilities combined for 246
  - 245 vacancies / 2668 authorized CO positions
- Facilities with most vacancies:
  - WTSP – 120 vacancies / 382 authorized CO positions
  - RMSI – 38 vacancies / 213 authorized CO positions
  - NWCX – 17 vacancies / 348 authorized CO positions



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On the Horizon

# On the Horizon

## Updates

- Opening of Trousdale Turner Correctional Center
- West Tennessee State Penitentiary mission change
- Increase female capacity



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# Discussion